



New ARUS Training Kicks Off

Twenty Assistant Resident Unit Supervisors recently attended the pilot session of new ARUS Training at the Carson City Correctional Facility.

The training program consists of two weeks of instruction. One week addresses basic supervision and leadership fundamentals, including discriminatory harassment, labor relations issues and transitioning from a line staff person to the role of a supervisor.

The second week focuses more directly on the specific role of the ARUS and includes such topics as security classification, writing parole eligibility and lifer review reports, visitor applications, file management and leadership during emergencies.

The primary instructors for the more technical aspects of this training are volunteer ARUSs, RUMs, ADWs and deputy wardens who have both work-

ing experience in this challenging role and a willingness to share that knowledge with others. Additional speakers from central office included Diana Judge, who discussed answering prisoner questions about time computation, and Barb Slovisky, who talked about prisoner grievances. Former Warden Kurt Jones came in to discuss administrative hearings.

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Members of the inaugural session of the new ARUS training program pause for a picture.

Polar Plunge, Muskegon Style!

Despite freezing temperatures and a bitter wind, 39 brave souls took the plunge in Muskegon Lake earlier this month at the Third Annual Muskegon Polar Plunge in support of the Law Enforcement Torch Run (LETR) for Special Olympics. The event was coordinated by Corrections Officer Carl Smith and Deputy Warden's Secretary Debbie Fuller of the Earnest C. Brooks Correctional Facility, along with Records Office Supervisor Angela Hall of the Muskegon Correctional Facility.

Hundreds of family and friends watched corrections officers and staff from all three Muskegon facilities,

local law enforcement officers, and Michigan State Police troopers make their Polar Plunge into the frigid waters of Muskegon Lake. Participants were allowed immediate access to the pool and hot tubs at nearby Shoreline Inn and Suites, and along with their supporters enjoyed a buffet dinner at Rafferty's restaurant, both situated on the shoreline.

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After dinner, members of the law enforcement community competed in a "Texas Hold-em" Tournament, with a portion of the pot being donated to LETR. A total of \$5,189 was raised for the area Special Olympics athletes.

"This has to be the finest plunge site in the State", said Smith. "With first class accommodations, a fine restaurant, and supportive business owners, we are able to put together a very nice package for the plungers and supporters. We hope that the poker tournament will become a permanent part of our activities for the day, it was a big hit with the players."

Earnest C. Brooks Correctional Facility C/O Phil Early took the top honor for most creative costume, dressed as Baby New Year 2007. West Shoreline Correctional Facility C/O Hector Wilson raised the most of all the plungers, with a total of \$520.

Celebrating its 25th anniversary in 2006, the Law Enforcement Torch Run for Special Olympics is an international series of torch relays run by law enforcement officers and leading up to each state/provincial or national Special Olympics Summer Games. According to the website (www.specialolympics.org), it is the movement's largest grassroots fund-raiser and public awareness vehicle.



Clockwise from top left: 1) LRF C/O Phil Early in his award-winning "Baby New Year" costume; 2) (l.-r.) C/O's Christopher Wilks and Carl Smith from LRF, a Special Olympian, and LRF Dental Assistant Barb Bachellor; 3) C/O's Kris Witham from MCF and Don Maschino from LRF; 4) C/O and top money raiser Hector Wilson, of MTF.

Agent's Diligence Cracks Cold Case



Parole Agent David Pierce, working with local police and the prosecuting attorney's office, was instrumental in solving a cold case homicide in Muskegon.

Through David's involvement the victim's (Probationer Wendy Currie) skeletal remains were identified and his detailed case notes assisted authorities in developing a timeline and motive for her death. His subsequent trial testimony and case notes were the lynchpin evidence that ultimately resulted in Probationer Michael Anderson's murder conviction.

Our Department values and expects excellence; Pierce displayed professional excellence by providing outstanding service to the public in assisting in solving this homicide. Congratulations David!

(l.-r.): FOA Administrator for Field Operations Darlene Schimmel, Parole Agent David Pierce, FOA Deputy Director John Rubitschun, Field Supervisor Kathy A. Danhof and Area Manager John C. Arnoldi

National Eating Disorder Awareness Week Begins February 25

Disordered eating may begin as a way to lose a few pounds or get in shape, but can quickly get out of control and possibly turn into an eating disorder. Living with an eating disorder can have very serious health consequences, including loss of life. The three most common ones are Anorexia, Bulimia, and Binge Eating.

Could you or someone you know be dealing with disordered eating? Think about this...

- * Do you count the calories or fat grams in everything you eat?
- * Do you exercise so much that you are fatigued or have frequent injuries?
- * Do you weigh yourself often and find yourself obsessed with the number on the scale?
- * Do you ever feel out of control when you are eating?
- * Does your eating include ritualized behavior at mealtime or secretive bingeing or purging?
- * Do you feel ashamed, disgusted or guilty after eating?
- * Do you constantly worry about the weight, shape or size of your body?

If you answered "yes" to any of these questions, you could be dealing with disordered eating and the toll it can take on your mental, emotional and physical well being.

If you are concerned that your eating habits may not be healthy, take a few minutes to take a free, confidential and anonymous online screening for eating disorders by visiting the Employee Service Program's Web site, www.michigan.gov/esp and clicking on "Interactive Screening Program." You will receive immediate information if your answers are consistent with the presence of an eating disorder and you will also be informed about how to obtain treatment services.

The ESP Web site offers a lot of information and resources on the services we provide for state employees, including how to arrange a confidential, individual consultation with an ESP professional counselor. You can reach the Employee Service Program at 1-800-521-1377 or 517-373-7630, Monday through Friday, 8 a.m. – 5 p.m.

MDOC Life Savers!

Our amazing MDOC staffers are at it again! Your behavior shows that you don't just talk the talk, but you also walk the walk. Our motto: "Expecting Excellence Every Day" is exemplified both on and off the clock by the following employees, each of whom has received the department's Lifesaving award. Congratulations!

Cathy Cryderman



(l.-r.): Warden Linda Metrish, Lieutenant Cathy Cryderman, and Assistant Deputy Warden Randy Haas

Acting Captain Cathy Cryderman is an eleven-year veteran of the department and is currently assigned to the Hiawatha Correctional Facility. Her actions helped save the life of a 16-year-old boy.

Cryderman was driving home from work at about 11:30 p.m. when she noticed the boy lying beside the road. He had hit a car while riding a snowmobile. She stopped, notified 911, checked his vitals, covered him with blankets to protect him from the cold and shock, and talked to him until the ambulance arrived. Cryderman then notified the victim's family and calmed their fears.

At the time she was a lieutenant at the Kinross Correctional Facility. The facility was notified of the incident the next day by the victim's father, who called to let Cryderman's supervisor know what she had done and to express the family's appreciation. When asked about the incident, her response was that she was "simply doing what she had been trained to do."

"That response is typical of Cathy. She doesn't know the meaning of the word 'No,'" said Assistant Deputy

Warden Randy Haas. "Cathy always performs at an exceptional level and simply carries that approach through to her daily life."

"Cathy is a pleasure to work with. Her positive 'can-do' attitude makes every day go better," said Warden Linda Metrish. "Cathy's actions reflect great credit on herself, her family, and Kinross Correctional Facility."

Mark Drefke



Warden Kenneth Romanowski presents the Lifesaving award to C/O Mark Drefke.

C/O Mark Drefke joined the department in 1996, and works at the Gus Harrison Correctional Facility. He came to the aid of a critically injured motorcyclist at the scene of a car/motorcycle accident. Drefke, with the help of his training from the department, administered cardiopulmonary resuscitation until the Columbia Township Fire & Rescue unit arrived on the scene.

Lt. Wayne Marta of the Columbia Township Fire Department stated, "Officer Drefke demonstrated true professionalism and courage in rendering assistance to the injured motorcyclist."

-see **LIFE SAVERS**, page 6

Risk Management Today

Risk Management Today is a series of articles designed to introduce the concepts of risk management and its place in the MDOC.

The Office of Risk Management is responsible for conducting statewide assessments of identified risks and developing solutions to mitigate those risks. However, every MDOC employee should be involved in managing risk.

Risk management is not complicated, and something many of you may already do. If you aren't practicing risk management principles, here are the basic steps to implement risk management at your work site.

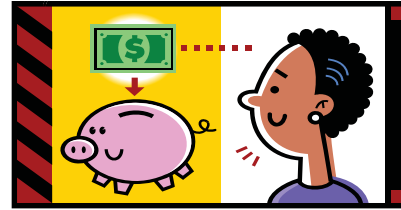
1. Risk identification. This is basically brainstorming about your work processes, asking "What if?" The point is to talk, and in talking, find the risks that otherwise might have slipped through the cracks.

The Office of Risk Management identified your concerns through questionnaires. Your work site can implement this strategy through staff meetings or other group forums. The key is to involve staff of all levels and start talking about what could happen.

2. Risk assessment. You've identified your risks, now you need to categorize them. The easiest way to start this is to chart them as low, medium, or high probability and chart the impact of each risk. The point is every risk is measured using the same standard for consistency. Then you determine the probability of that risk actually occurring to come up with your risk profile.

3. Risk mitigation. Eventually, you'll have a map of the risks of your work areas. Next you need to look at how you are controlling risks, how effective those controls are and what else you need to do. At this stage, you are making decisions based on what your risk data tells you and you are managing by the principles of risk.

After you begin risk management, it doesn't stop. The real value of risk management comes when it becomes a continuous part of everyday business.



State Employees Save with Discounts

Did you know that numerous merchants offer state employees a discount on purchases and services? Visit <http://connect.michigan.gov/portal/site/dmb>, click on "Services," then "Procurement within DMB." On the right side of the web page it will show the state employee discount programs. Most discounts are received by ordering through the link on the web page. Here are the current businesses/products that have state employee discounts:

- Barnes & Noble Booksellers (online only)
- Capital City Airport Discount Parking Program
- Cingular, Alltel, Sprint-Nextel and Verizon cell phone service
- Apple, Dell and HP Computers
- Fitness Clubs (various)
- Health & Safety items
- Hotels (various)
- The Learning Tree International
- OfficeMax
- Working on Wellness Pedometers.



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Director Patricia L. Caruso joined the group on their last day for a candid question and answer session, which centered on budget issues and plans to manage the Department of Corrections in a period of decreasing resources.

Four more sessions will be offered in different areas of the state. Plans are to offer them in Flint, Jackson, Kinross and Baraga in 2007; additional sessions will be offered as needed in the upcoming years. The Office of New Employee Training and Professional Development would like to thank everyone who helped us to make this needed training program a reality.

SCONE Scramble Raises Thousands of Dollars

The 7th annual "SCONE" benefit golf scramble was held last August and was a huge success, with more than \$10,000 being generated as a result of the activity.

The event is named for the late Lt. Michael J. Novascone, who died from a liver ailment in 1999. Since his death the scrambles held in his memory have raised over \$35,000. Each year the money that is generated is donated to Hospice of Chippewa County and a family that is in need of extra funds due to unforeseen medical problems.

The scramble is held at the Oaks in Kincheloe and has grown to 184 golfers participating. Corrections employees from Chippewa, Kinross, Hiawatha and Straits correctional facilities make up about 90% of the golfers and are very generous towards the "cause." More than \$6,000 in door prizes are donated and given away at the closing ceremonies.



(l.-r.): Tracy Holt of Hospice of Chippewa County accepts a check from Lt. John Akkanen of the Kinross Correctional Facility.

This year over \$3,000 was given to Hospice and \$7,000 was donated to the family of a corrections officer whose year-old son is battling a joint disorder called "arthrogropolysis". The child has no flexibility in his elbows or hands and has to travel downstate for evaluations and physical therapy several times a month, trips that will continue until he reaches adulthood.

Life Savers, *continued from page 4*

Troy Groesbeck



Warden Kenneth Romanowski presents the Lifesaving award to C/O Troy Groesbeck.



C/O Troy Groesbeck hired into the department in 1994 and works at the Parr Highway Correctional Facility. He is credited with saving the life of a prisoner who began to choke during an evening meal. Groesbeck asked the prisoner if he could talk, and the prisoner shook his head no. Groesbeck immediately applied the Heimlich maneuver three to four times and was able to dislodge the item the prisoner was choking on, after which the prisoner began to breathe.

MDOC Promotions through February 10

ASSISTANT RESIDENT UNIT SUPV-1

BUTLER, TODD DEERFIELD
THOMAS, JASON A OAKS

CORRECTIONS PRGM COORD-E STP

BEAULIEU, ROBERT A CHIPPEWA

CORRECTIONS SHIFT SUPV-1

MARRA, NATHAN CHIPPEWA
THOMPSON, PATRICK A CHIPPEWA
HAVENOR, DALE A OJIBWAY

DEPARTMENTAL SPECIALIST-2

RYAN, KENNETH J COTTON

ELECTRICIAN MASTER LICENS-D-A

PROVO, MICHAEL D MARQUETTE

PAROLE PROBATION MANAGER-2

GREEN, CHARLES H CENTRAL OFC

PAROLE/PROBATION OFFICER-A

ROBINSON, JANELLA J FOA REGION I

PERSONNEL MGT ANALYST-E STP

POLHEMUS, JENNIFER L CENTRAL OFC

PHYSICAL PLANT SUPERVISOR-2

HEBERT, MICHAEL OJIBWAY

REGISTERED NURSE MANAGER-2

DAVIS, JUDITH A MID MICHIGAN

REGISTERED NURSE MANAGER-4

LEBARRE, JODY L IONIA MAX

RESIDENT UNIT OFFICER-E

BROOKS, RETO H GUS HARRISON
FOWLER, RICHARD E GUS HARRISON
GALLUP, RANDY R GUS HARRISON
SCHMITZ, SARA GUS HARRISON
TERRILL, BRAD GUS HARRISON
FILL, VERLAND E MUSKEGON
SMITH, STEVE N MUSKEGON
BENSON, RICHARD R CHIPPEWA
GOLLADAY, RAYMOND C CHIPPEWA
KAMPER, REUBEN K CHIPPEWA
MCKINNEY, CHRISTOPHER L CHIPPEWA
REISENER, DALE J CHIPPEWA
LEMIRE, TIMOTHY W OAKS
ROWE, FREDERICK W OAKS
MCBEE, DEE W SOUTHERN MICH
RAMP, ANDREA C SOUTHERN MICH
ARON, ROBERT STANDISH

SECRETARY-A

WILES, WENDY S CARSON CITY